



IASB

Iowa Association of
School Boards
6000 Grand Avenue
Des Moines, Iowa 50312-1417
(515) 288-1991
1-800-795-4272
Fax: (515) 243-4992
E-mail: iasb@ia-sb.org
www.ia-sb.org

Iowa Association of School Boards (IASB)
Employee Benefits and Selected Policies
As of July 1, 2009

Health & Vision Insurance

Option 1: Wellmark Blue Cross Blue Shield, Alliance Select PPO 750 Plan

Single - \$750 annual deductible, \$1500 annual out of pocket maximum.

Family - \$1500 annual deductible; \$3000 annual out of pocket maximum.

Office co-pay \$15 per visit for in network provider; (waived for preventative service).

Prescription drug coverage: \$10 co-pay for generic drugs, \$20 co-pay for brand name drugs.

Employee out-of-pocket premium: Single - \$40 per month, Family - \$575 per month.

Single vision hardware benefits are included. Family vision hardware benefits are available for \$12.00 per month.

Option 2: Wellmark Blue Cross Blue Shield, Blue Access HMO 250 Plan:

Single - \$250 annual deductible, \$1000 annual out of pocket maximum

Family - \$500 annual deductible, \$2,000 annual out of pocket maximum.

Office co-pay is \$10 per visit for in network provider; (waived for preventative service). No medical benefits are included if provider is not in the Blue Access network unless it constitutes an emergency. Medical referrals are not needed.

Prescription drug coverage: \$10 co-pay for generic drugs, \$25 co-pay for preferred brand name drugs, \$40 for non-preferred brand name drugs.

Employee out-of-pocket premium: Single - \$5, Family - \$375 per month.

Single vision hardware benefits are included. Family vision hardware benefits are available for \$12.00 per month.

Health insurance plans, benefits and employee premiums are subject to change each fiscal year beginning on July 1. Provider and preferred drug lists are available at www.wellmark.com.

Dental Insurance

Delta Dental of Iowa: *Single \$24.88 per month, Family \$83.39.* Dental insurance premiums are subject to change each fiscal year beginning on July 1.

Flex I

Automatic pre-tax payroll deduction to cover out-of-pocket health and dental insurance premiums for employee or dependents.

Flex II 2009

Optional pre-tax payroll deductions to cover deductibles, co-pays, or additional medical/dental expenses (up to \$3,000 per year) or child care (up to \$5,000 per year). Administered by Wellmark Blue Cross Blue Shield.

Life Insurance

Basic Life - Paid by employer. Twice annual salary, to a maximum of \$50,000.
Supplemental Life - Paid by employer. Four times annual salary, to a maximum of \$500,000.

Disability Insurance

Paid by employer. 60 percent of monthly salary available after 90 days.

401 K Salary Deferral Plan

Employee deferral up to the maximum allowed by law for the calendar year. Beginning after 6 months of employment for employees age 21 and older, **employer match of 100 percent up to 2 percent** with employee deferral of the same percentage. An additional **employer contribution of 5 percent** also begins after 6 months of employment regardless of employee participation. Employee and employer funds are always 100 percent vested.

Vacation

10 days per year for new employees; 15 days per year after four years on the job; 20 days per year after nine years on the job. New employees receive prorated vacation for first year, and cannot be taken during the first six months of employment. (February hire: 4 days vacation available for remaining fiscal year ending June 30. Effective July 1, employee would then receive an additional 10 days for the next fiscal year. However, vacation time cannot be taken until after six months of employment.)

Paid Personal Leave

2 days per fiscal year

Paid Holidays

10 per calendar year, as designated by employer.

Paid Sick Leave

15 days per fiscal year, may accumulate to 105 days. Up to 15 days per year may be used for illness of self and immediate family members.

Paid Funeral Leave

Up to five days per fiscal year of paid bereavement leave for death in the immediate family. One day per fiscal year of paid bereavement leave for death of another relative or close friend.

Paid Religious Observance

Up to two days of paid leave per fiscal year will be granted to employees for religious observances of the faith practiced by the employee.

Employee covered by IASB medical plans also receive membership to Iowa Farm Bureau

Wellness Program (benefits vary each fiscal year)

Employee Assistance Program

Flex Time – upon approval of executive director

Free Parking

Selected Policies

Hours

Regular office hours are 8:00 am – 4:30 pm Monday through Friday. Administrative employees may be required to work beyond normal office hours in performance of their duties.

Wages

Salary is determined annually. Employees are paid twice per month on the 15th and the last day of the month. Direct deposit is required.

Evaluation

Employee performance is evaluated on an annual cycle.

Employment

Employment is at-will and may be terminated at any time by either party.

Benefits

Employee benefits are evaluated annually and subject to change.

If date of hire is the first day of the month, benefits begin immediately. Otherwise, benefits begin on the first day of the month following date of hire.

Questions

For questions regarding benefits, please contact Jennifer Albers, IASB Director of Finance, at (515) 288-1991 ext. 227.